

# ECT CAMBRIAN COMMITMENT

Rooted in our core values:

## Integrity, Kindness, Ambition, and Unity

The first years of Teaching are often the most challenging. We are passionate that Early Career Teachers working within Cambrian Learning Trust have the very best start to their teaching career. Our commitment to all Early Career Teachers working within the Trust:

1

### Dedicated Support



ECTs will receive dedicated support throughout the two-year induction programme through their Mentor, Tutor and ECT Network.

2

### Protected Time



ECTs will be given protected time to learn, reflect and grow.

3

### Constructive Feedback



ECTs will receive constructive feedback from an ECT Mentor committed to helping you with all aspects of the training programme, as well as with the wider aspects of your development as a new teacher.

4

### ECT Network



ECTs will receive constructive feedback from an ECT Mentor committed to helping them with all aspects of the training programme, as well as with the wider aspects of their development as a new teacher.

5

### Guidance



Guidance from a trusted Induction Tutor.

6

### CPD



Access to high-quality professional development through the Centre for Professional Development.

7

### Observations



Opportunities to observe experienced teachers, either within the school or at another school within the Trust.

8

### Wellbeing



Support for their well-being.

9

### Progression



A clear pathway to progress within the ECT year and beyond.

10

### Values



A Trust that stands by its values.